

EXHIBIT MF-34

Early W2JCC: Objectives for Spiritual Nurture of staff

- Enable and nurture spiritual growth...for oneself and every employee.....
 - Staff communicate a growing relationship in knowing and experiencing Christ in their life as they work at World Vision.
 - Staff recognize and are able to share how God called them to World Vision and how God continues to transform through them in their work and life.
 - Staff celebrate all expressions of Christian faith – adopting an inclusive and respectful approach to different church traditions.
 - Leaders understand their responsibility to model spiritual growth and prioritize the spiritual care and nurture of their staff

Believe Belong Become

Spiritual Truths

Believe Belong Become



Assignment: what are the 2 truths, and what 2 things do we want staff to say for each section?

Work Event/Ongoing

- › We represent ourselves as a Christian organization in all things
- › We seek community with one other to encourage and spur others on to good deeds.

"My work is a calling, not a job"
 "I am committed to working with other followers of Christ"
 "I am valued at World Vision for my story and my experience"

Worship & Prayer

- › We acknowledge World Vision is God's work and we are the servants to this end
- › We worship together
- › We devote our work in prayer
- › We intercede for each other in prayer
- › We deepen our own spiritual maturity through prayer & study
- › We also believe our work is our worship

"I practice spiritual disciplines"
 "I demonstrate Godly Character"
 "I see God in our work-here and there"
 "My life and my work is guided by the word of God"

Offboarding

- › We acknowledging our staffs' legacy of faithfulness
- › Spiritually Mentoring others
- › Commissioning to next Call

"I have served the Lord well"
 "God commissions us to new territory"

Pre-Hire, At Hire & Onboarding

- › Belief in Christ seen clearly in external career sites
- › Hiring & Interview process steeped in deep faith questions & discussion
- › Resources/onboarding clarifies our faith mission and commitments

Emphasis is on God's Call to WVUS

"I am called to World Vision"
 "I belong here"
 "My faith in Jesus will be a priority at work"
 "I am passionate for serving the poor"
 "All of my work is done unto the Lord"

Equipping

- › We strive to model biblical principles in actions, our work & our decisions.
- › We prioritize spiritual nurture of staff

"I understand that my spiritual formation requires active effort on my part."
 "I know what my spiritual gifts are"
 "I am becoming more like Christ"
 "I am growing in the relationship w Christ"
 "I am prepared for works of service – Eph 4:12"

Leadership

- › Leaders are expected to be spiritual leaders
- › We strive for unity in Christ amid denominational variety
- › Leaders are conscientious about work productivity AND support balance that honors health & the Sabbath
- › Leaders demonstrate spiritual maturity & model servant leadership

"I develop my team spiritually"
 "I am growing as a spiritual leader"
 "I hear from God then I discern what do?"
 "I lead with Godly Courage" Josh 1:9a
 "I lead with Integrity" Eph 4:1
 "I model biblical principals"
 "I model timely truth telling with love"
 "I grow in Christ as I live for others"

Slide 2

SU0

Could we say "We represent ourselves as Christ's ambassadors in all things" instead of a Christian organization?
Feels more personal/individual accountability...

Sunita Groth - US, 2022-01-14T15:59:49.692

Ideal Spiritual Journey Map



Assignment: if these are core to all employees, part of every employee's journey....what should be added/taken off? And if you limited each column to five each, what would they be?

Believe Belong Become

'On the Journey' Electives

Onboarding	Work Events/Ongoing	Equipping	Worship & Prayer	Leadership	Offboarding
<ul style="list-style-type: none"> • Career Pages & LinkedIn highlight our faith commitment • Vision" conversation with a Council member or other faith leader at WVUS (personal, informal) 	<ul style="list-style-type: none"> • ALPHA Groups • Service Projects • Employees sharing stories of faith • "Discipleship Week" • Vine memory verses • Hiring Anniversary • Annual Report Letter –"God used you to make this happen" 	<ul style="list-style-type: none"> • Bible Studies • Discipleship Groups • How to Lead Devotions Class • Prayer Masters Class • 'Discernment' Training • Life/work Rhythms course/exercises • Biblical Worldview course (SLT 1st) • Rev: Giving Word to Our Faith Resource? • Crucial Conversations 	<ul style="list-style-type: none"> • Ongoing Prayer Alerts • Rethinking Devotions @WVUS • Intercessory Prayer Groups • 2nd Day of prayer • Elevating/Req. Chapel 3 questions • Listening to God Sessions • Daily Quiet time (IJM) • Corporate Prayer Times • Annual Day of Solitude or Retreat • Accountability Groups (Jaya's suggestions) • EE's lead in chapel – bring gifts to the community 	<ul style="list-style-type: none"> • Spiritual Leadership Newsletter • SLT expectations for chapel attendance • Lead Like Jesus Course • Christian Leadership Alliance Member • Course: Spiritual nurture of staff • Attending portions of Pastors Gathering or create one for WVUS • Greater Sharing of Gifts Corporately 	<ul style="list-style-type: none"> • TBD

Assignment: if we were to offer only 3 in each column, electives for staff – what should they be?

Believe Belong Become

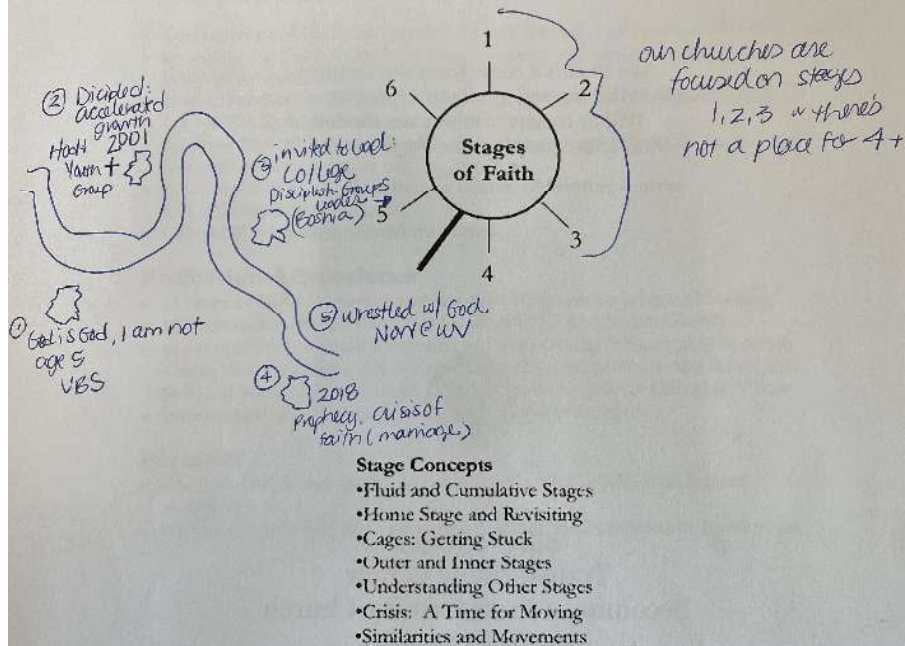
Appendix Documents

The Critical Journey

By Janet Hagberg and Robert Guelich

Terms

- Spirituality – the way in which we live out our response to God
- Faith – letting God direct our lives (verb)
- Journey – an extended trip whose process is as important as its destination



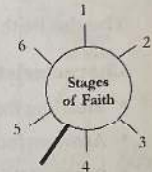
"The beauty is in the walking; We are betrayed by destinations"
--Gwyn Thomas

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The Critical Journey: Stages in the Life of Faith

By Janet O. Hagberg and Robert A. Guelich

(self worth)



Stage 1: The Recognition of God

Thesis: Faith is the discovery or recognition of God.

Characteristics of Stage 1:

- A sense of Awe
- A sense of Need
- A Natural Awareness
- Greater Meaning in Life
- A Sense of Innocence

Caged at Stage 1:

- Worthlessness, Spiritual Bankruptcy, Martyrdom, Ignorance

Moving from Stage 1 to Stage 2:

- Become Part of a Strong Group
- Let Your Life Take on More Significance
- Find a Charismatic Leader to Follow
- Discover the Way

Catalyst for Movement:

- Accept Self Worth
- Reduce Isolation

Reflection:

- How and when and where did you first recognize God in your life? (Awe or Need?)

Stage 2: The Life of Discipleship**Thesis:** Faith is learning about God.**Characteristics of Stage 2:**

- Meaning from Belonging
- Answers found in a Leader, Cause or Belief System
- Sense of Rightness
- Security in Our Faith

Caged at Stage 2:

- Rigid in Righteousness
- We against Them
- Switchers
- Searchers

Moving from Stage 2 to Stage 3:

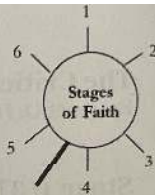
- Recognize Uniqueness
- Identify Gifts
- Recognize Contributions
- Seek Responsibility

Catalyst for Movement:

- Risk Taking
- Acceptance of Gifts

Reflection

- What was your experience of discipleship and of group life?

**Stage 3: The Productive Life****Thesis:** Faith is working for God.**Characteristics of Stage 3:**

- Uniqueness in the Community
- Responsibility
- Values Placed on Symbols
- A Spiritual Goal Reached

Caged at Stage 3

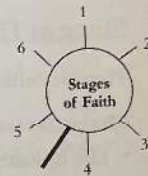
- Overly Zealous
- Weary in Well Doing
- Self-Centered
- Life as Performance

Moving from Stage 3 to Stage 4:

- Lost Sense of Certainty
- Experience Faith/Personal Crisis
- Feel Abandoned
- Look for Direction

Catalyst for Movement:

- Letting go of Success
- Accepting Vulnerability



(Doing stage)
*often decades long

Being in the world
for God (instead of with Him).

Reflection:

How were your gifts named and developed?
What do you feel good about in that regard?

Stage 4: The Journey Inward**Thesis:** Faith is Rediscovering God**Characteristics of Stage 4:**

- Life or Faith Crisis
- Loss of Certainties in Life and Faith
- A Search for Direction, Not Answers
- Pursuit of Personal Integrity in Relation to God
- God Released from Box (express emotions)
- Apparent Loss of Faith

Caged at Stage 4:

- Always Questioning
- Consumed by Self Assessment
- Immobilized

Moving from Stage 4 to Stage 5:

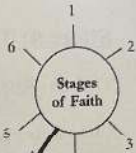
- Let go of Spiritual Ego (Self-Centeredness)
- Accept God's Purpose for Our Lives
- Seek Wholeness Through Personal Healing and Pilgrimage Companioned
- Be Willing to Commit to Whatever it Takes

Catalyst for Movement:

- Finding Peace Through Giving Up Search for Self
- Allowing a New Certainty in God
- Open to the Cost of Obedience

Reflection:

How do you find yourself connecting with any parts of Stage 4?



(self worth)

letting go of the God
we know to receive the
God who is.

Peter at the place of failure
"Do you love me?"
Then feed my sheep

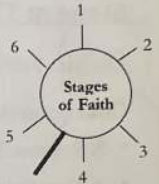
someone who will sit with the place
in the unanswerable

The Wall**Thesis:** The Mystery of Our Will Meeting God's Will Face to Face.**Types of Resistance at the Wall:**

- Strong Egos
- Self Deprecators
- Guilt/Shame-Ridden
- Intellectuals
- High Achievers
- Doctrinaire
- Ordained

Going Through the Wall:

- Discomfort
- Surrender
- Healing
- Awareness, Forgiveness, Acceptance, Love
- Closeness to God
- Discernment
- Melting, Molding
- Solitude and Reflection



you have to go thru the
wall brick-by-brick.

*Not a performer, become effective & fruitful - AND YOU HAVEN'T
DONE IT, YOU'VE LET
GOD TAKE YOUR PART
IN YOU.

Reflection

Is there a season in your life that might be named the wall?

Stage 5: The Journey Outward**Thesis:** Faith is Surrendering to God.**Characteristics of Stage 5:**

- A Renewed Sense of God's Acceptance
- A New Sense of the Horizontal Life
- Sense of Calling, Vocation, or Ministry
- Concern and Focus on Other's Best Interests
- A deep Calm or Stillness

Caged at Stage 5:

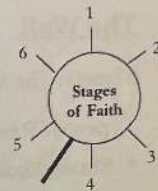
- Seemingly Out of Touch with Practical Concerns
- Apparently Careless about Important Things

Moving from Stage 5 to Stage 6:

- No Striving, Just Evolving—Growing Deeper
- Seeing God in All of Life
- Being God's Person

Catalyst for Movement:

- Vocation is Satisfying
- Being Whole Seems Enough

**Reflection:**

*Do you have a Glimpse of God's Calling in your Life?
Do you know someone who you sense might be in Stage 5
and find yourself drawn to them and curious?*

Stage 6: The Life of Love**Thesis:** Faith is Reflecting God

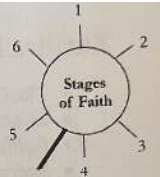
*7 gives us what we
did not know we had*

Characteristics of Stage 6:

- Christ-like Living in Total Obedience to God
- Wisdom Gained from Life's Struggles
- Compassionate Living for Others
- Detachment from Things and Stress
- Life Underneath or on Top
- Life Abandoned

Caged at Stage 6:

- Separation from the World
- Neglect of Self
- Apparent Waste of Life

**Reflection:**

*If God were everything to you what would need to be left behind and
what might be gained for others?*